

MEMORANDUM OF UNDERSTANDING #3
CITY OF NEWPORT AND THE NEWPORT EMPLOYEES ASSOCIATION
Weekly On-Call

This MOU #3 replaces MOU #2 signed by City Manager, Spencer Nebel on 2/22/16.

This MOU further clarifies the pay and hours associated with Article 17, Section 1 of the Collective Bargaining Agreement (CBA) and the MOU dated 11/5/15 (MOU #1), pertaining to a trial period of weekly on-call.

The parties affirm the provisions of MOU #1 and as further clarified in this MOU.

On-Call Week: end of work shift Friday to end of work shift the following Friday.

Weekly rate of \$560.00 for the full on-call week.

On-Call Daily Rates

In the event of unscheduled/unplanned illness, injury, or emergency situations that may arise (such as death in the family, or jury duty) preventing employees from fulfilling the full on-call week as scheduled, or individuals covering a portion of a duty week by mutual agreement between members of the bargaining unit (with notice to the city), a daily rate will apply.

1. On-Call Weekday Daily Rate of \$68.00 (Monday, Tuesday, Wednesday, Thursday, or Friday).
2. On-Call Weekend Daily Rate of \$110.00 (Saturday or Sunday)

An on-call day will begin at the end of the regular working shift the evening before to the end of the regular working shift the following day. (For example, Friday on-call would begin on the end of shift on Thursday and go to the end of shift on Friday.)

Any day of the full on-call week not fulfilled will be deducted from the \$560.00. The employee will be paid only for the days they fulfill on-call duty.

The substitute will be paid the corresponding week day or weekend day rate.

All on-call time must be accurately recorded on the employee's time report each month.

In cases where the on-call week is split between 2 pay periods, the daily rate, as described above, will be paid for each on-call day that is worked for that pay period.

City of Newport

Newport Employees' Association

Spencer Nebel, City Manager

Justin Scharbrough, President

Date

Date